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OFFICE OF REPRESENTATIVE JANELLE BYNUM

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Representative Bynum Responds to Secretary Fagan's Report on Pay Equity, Urges Passage of House Bill 3205

HB 3205 would strengthen Oregon's Pay Equity Law and support the state's economic competitiveness

SALEM, Ore. - The Oregon Secretary of State last week released a report showing gaps in pay equity, despite the implementation of Oregon's Pay Equity Law in 2017. In response, [Representative Janelle Bynum](#) (D-Clackamas County), is chief sponsoring [House Bill 3205](#). This would allow employers to give hiring and retention bonuses in order to better serve their employees and the communities where they reside. Under Oregon's Pay Equity Law, this is prohibited, making Oregon the only state that limits the ability of employers to pay bonuses.

"Those seen and unseen should be compensated fairly for what they contribute to the workforce," said Representative Bynum. "What we know is that being paid equitably is key to economic mobility and empowerment. As a mother and Black woman, I am committed to living by example for my daughters and creating the prosperous future they and so many others deserve."

Unfair compensation has further exacerbated the state's staffing and hiring shortages. Retention and hiring bonuses will help address this issue and improve Oregon's economic vitality and competitiveness.

House Bill 3205 is set for a work session on March 27 at 8 am in the House Committee on Business and Labor.

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